

JOB DESCRIPTION

JOB TITLE:	Wholetime Crew Commander
DEPARTMENT:	Various
RESPONSIBLE TO:	Watch Commander or Equivalent

N.B. Please note that whilst this job description is indicative of the nature and level of responsibilities associated with this role, it will be subject to change as the role evolves and the new structure for the SFRS becomes embedded.

ROLE OVERVIEW

Crew Commanders contribute to the protection of people and making communities safer. Crew Commanders within the Scottish Fire and Rescue Service may be required to carry out:

- Operational Firefighting and Rescue duties
- Community Safety duties
- Instructional duties
- Support duties
- Supervisory Duties

KEY CONTACTS

In the course of their duties and depending on their organisational role Crew Commanders may be responsible to:

- Watch Commanders
- Station Commanders
- Scottish Fire and Rescue Service

KEY RESPONSIBILITIES – OPERATIONS ROLE

- Lead, supervise and develop individuals and teams to maintain and deliver services
- Supervise and maintain the response of the emergency service
- Support and deliver community safety and enforcement programmes to protect the public and make communities safer
- Provide tactical, operational, leadership and support to resolve incidents
- Act as Incident Commander as required

MANAGEMENT RESPONSIBILITIES

- Support Watch Commanders in the management and administration of a watch and deputise, as directed, in the Watch Commander's absence

ROLE MAP

- **FF1 - Inform and educate your community to improve awareness of safety**
 - Promote safety matters to inform your community
 - Facilitate learning through demonstration and instruction
- **FF8 - Contribute to fire safety solutions to minimise risks to your community**
 - Inspect premises to minimise risks to people, property and the environment
 - Report on issues arising at inspection
- **WM1 - Lead the work of teams and individuals to achieve their objectives**
 - Plan the work of teams and individuals
 - Assess the work of teams and individuals
 - Provide feedback to teams and individuals on their work
- **WM2 - Maintain activities to meet requirements (MCI A1)**
 - Maintain health, safe and productive working conditions
 - Make recommendations for improvements to work activities
- **WM4 - Take responsibility for effective performance**
 - Take responsibility for personal
 - Establish and maintain effective working relationships with people
 - Develop your own skills to improve your performance
- **WM5 - Support the development of teams and individuals**
 - Contribute to the identification of development needs
 - Contribute to planning the development of teams and individuals
 - Contribute to development activities
 - Contribute to the assessment of people against development objectives
- **WM6 - Investigate and report on events to inform future practice**
 - Gather information to support the investigation of an event
 - Report the findings and conclusions of an investigation
- **WM7 - Lead and support people to resolve operational incidents**
 - Plan action to meet the needs of the incident
 - Implement action to meet planned objectives
 - Close down the operational phase of incidents
 - Debrief people following incidents

ADDITIONAL INFORMATION

Criteria

Essential Criteria

- Applicants must be competent Wholetime Firefighters.
- Successful completion of 2021 On Station Assessment of Incident Command Competence.
- Successful attainment of an ICL1 development course.

THE FOLLOWING PERSONAL QUALITIES AND ATTRIBUTES (PQAs) ARE REQUIRED WITHIN THIS ROLE:

Commitment to Diversity and Integrity:

- Demonstrates a fair and ethical approach in all situations
- Demonstrates confidentiality

Openness to Change:

- Proactively supports change, adjusting approach to meet changing requirements

Confidence and Resilience:

- Maintains a confident, controlled and focused attitude in highly challenging situations

Working with others:

- Works effectively with others
- Leads, involves and motivates others

Effective Communication:

- Excellent interpersonal skills
- Ability to communicate effectively both orally and in writing

Commitment to Development:

- Committed and able to develop self, individuals, teams and others to improve organisational effectiveness

Problem Solving:

- Understands and applies relevant information to make appropriate decisions and create practical solutions

Situational Awareness:

- Has an active awareness of environment to promote safe and effective working
- Evidence of a thorough knowledge of fire and community safety issues

Commitment to Excellence:

- Leads others to achieve excellence by the establishment, maintenance and management of performance requirements

Planning and Implementing:

- Ability to prioritise own workload and work on own initiative
- Creates and implements effective plans to manage workload in line with organisational objectives and priorities

GENERAL RESPONSIBILITIES

- The post holder shall ensure that all duties of the post are undertaken in accordance with the Equality Act 2010, the Human Rights Act 1998, the SFRS's Code of Conduct, Dignity and Integrity at Work Policy and other policies designed to protect employees and service users from discrimination and harassment. It is the duty of the post holder to actively promote equalities, encourage a workplace culture of inclusivity and not to act in an unlawfully prejudicial or discriminatory manner towards employees or service users.
- To promote the health, safety and welfare of employees at work and of service users through the implementation of the Scottish Fire and Rescue Service's Health and Safety Policies in accordance with all relevant statutory requirements, leading by example.
- To protect the confidentiality at all times of service users, partner organisations, and other third parties, where applicable by ensuring that reporting employees comply with the organisations IT Security Policy and procedures.